



DEPARTMENT OF FIRE, BUILDING AND LIFE SAFETY

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OFFICE OF ADMINISTRATION * OFFICE OF MANUFACTURED HOUSING * OFFICE OF STATE FIRE MARSHAL

NON-DISCRIMINATION POLICY STATEMENT

In recognition of its legal and moral obligations, the Department of Fire, Building and Life Safety commits itself to a policy of non-discrimination as follows:

1. The Department of Fire, Building and Life Safety shall not discriminate on the basis of race, color, religion, sex, age, disability, national origin, or any other characteristic protected by law. Equal Opportunity applies to such employment practices as hiring, upgrading, demotion, transfer, recruitment, advertising, layoff, termination, rates of pay or other forms of compensation, selection for training, job assignments, accessibility, working conditions and special duty details.
2. All Department of Fire, Building and Life Safety management personnel shall actively support recruitment and career development programs to ensure equitable representation of minorities, females, seniors, LGBT and individuals with disabilities, special disabled veterans and Vietnam Era veterans in all job categories and pay grades.
3. The Department of Fire, Building and Life Safety shall not tolerate discrimination in the agency as it creates an intimidating, degenerating, hostile and offensive working environment. Each employee has an affirmative duty to maintain a workplace free of harassment, intimidation, discrimination. The Department of Fire, Building and Life Safety prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
4. The Department will post the Non-Discrimination Policy throughout departmental facilities.
5. All written bid announcements, request for proposals, employment announcements, requests for applications, program brochures, literature and general solicitations shall include the phrase:

"AN EQUAL EMPLOYMENT OPPORTUNITY AGENCY"

The Department of Fire, Building and Life Safety is committed to ensuring that all its employees can work in an environment free from harassment, discrimination and retaliation.

As Interim Director of the Department of Fire, Building and Life Safety, I am committed to the principles of Equal Employment Opportunity. To ensure the dissemination and implementation of the 2016 Equal Opportunity Plan throughout all levels of the Department, Beth Nehring shall serve as the Equal Opportunity Administrator for Department of Fire, Building and Life Safety. Beth Nehring may be contacted at (602) 771-1402 or bethnehring@azsf.gov.

A handwritten signature in cursive script that reads "Debra Blake".

Debra Blake, Interim Director

A handwritten date "01/11/16" in cursive script.

Date

Any employee who has any questions or concerns about this policy should talk with, the Human Resources Manager at 602-771-1402 or the Governor's Office of Equal Opportunity, <http://azgovernor.gov/eop/index.asp>, (602) 542-3711